



# Substitute Teacher Survey Report 2024

Legislation was passed and signed into law ([168.037 RSMo](#)) in summer 2022 that directed the Department of Elementary and Secondary Education (DESE) to create a web-based survey to be completed by individuals each day they worked as a substitute teacher. DESE created the online survey and distributed it to all school districts and charter schools at the beginning of the 2023-24 school year with the directions to provide the link to this survey to each substitute teacher on the day they worked in their schools.

The online survey was to collect anonymous, unbiased, real-time data that school districts, charter schools and the state could use to improve the effectiveness of substitute teachers in supporting instruction and learning and improve any factors contributing to the shortage of substitute teachers.

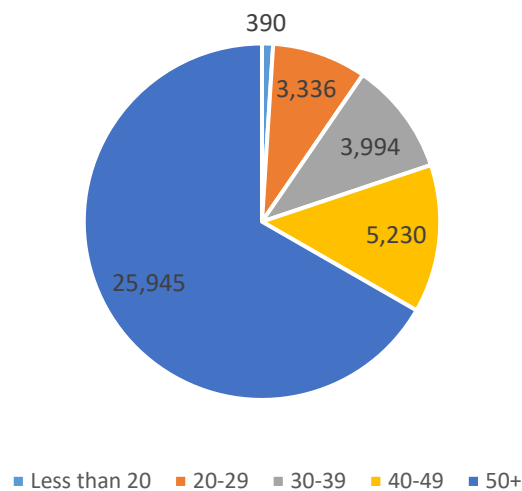
The survey ran from the beginning of the 2023-24 school year through May 2024. Over 38,000 responses were gathered, although it is unclear how many individuals this represents, as substitute teachers were asked to complete the survey each day they worked as a substitute teacher. This report summarizes the findings of this substitute teacher survey.

# AGE RANGE OF SUBSTITUTE TEACHERS

The following charts show the number and percentage of responses regarding the age range of individuals who completed the substitute teacher survey<sup>1</sup>. The majority of those who serve as substitute teachers in Missouri are 50 years old and older (29,945/66.71%).

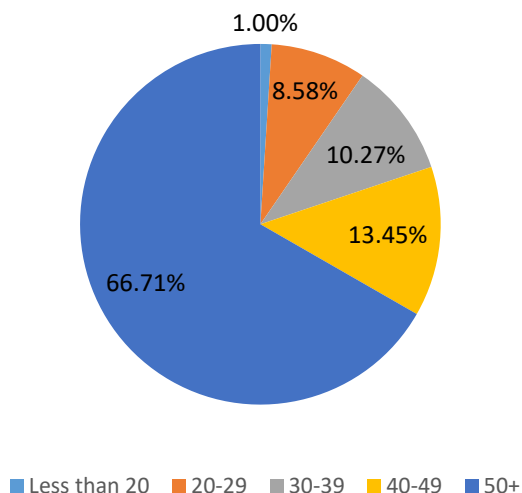
Number of Substitute Teacher Responses by Age Range

Answered: 38,895 Skipped: 174



Percentage of Substitute Teacher Responses by Age Range

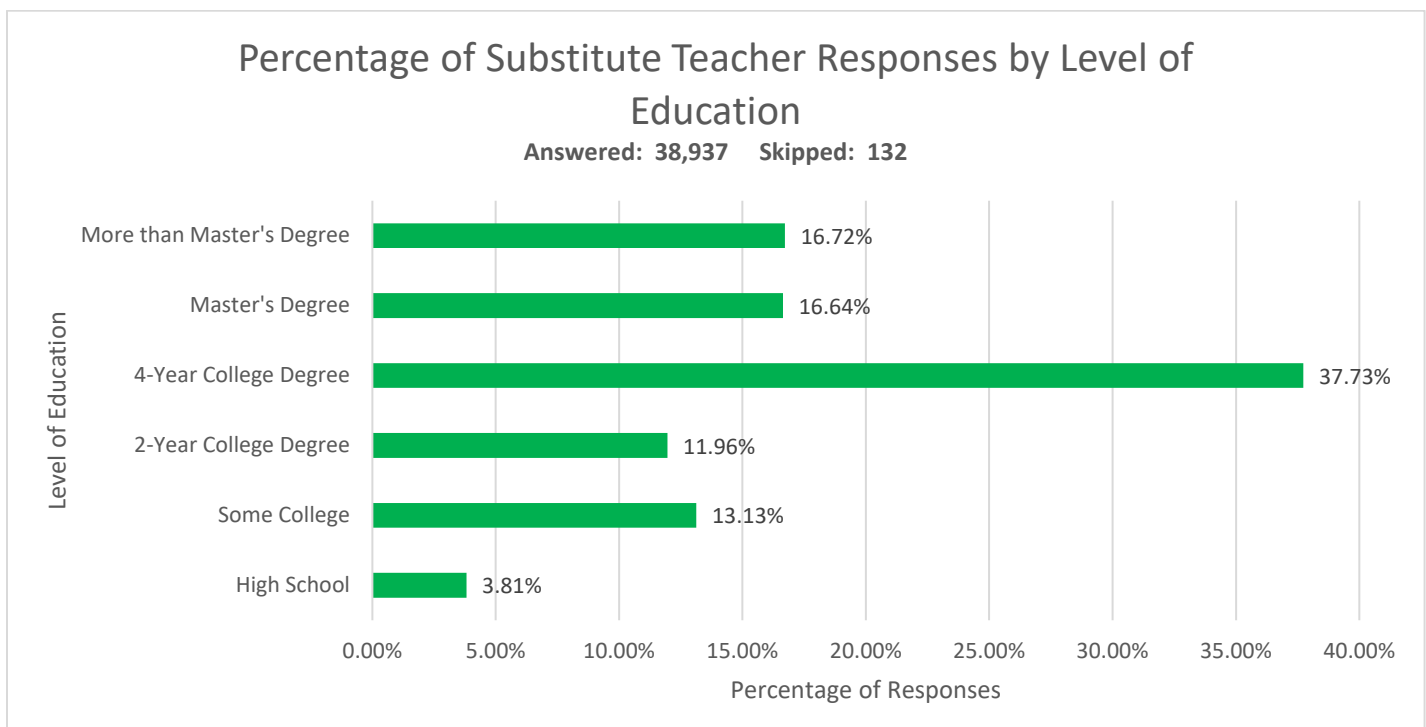
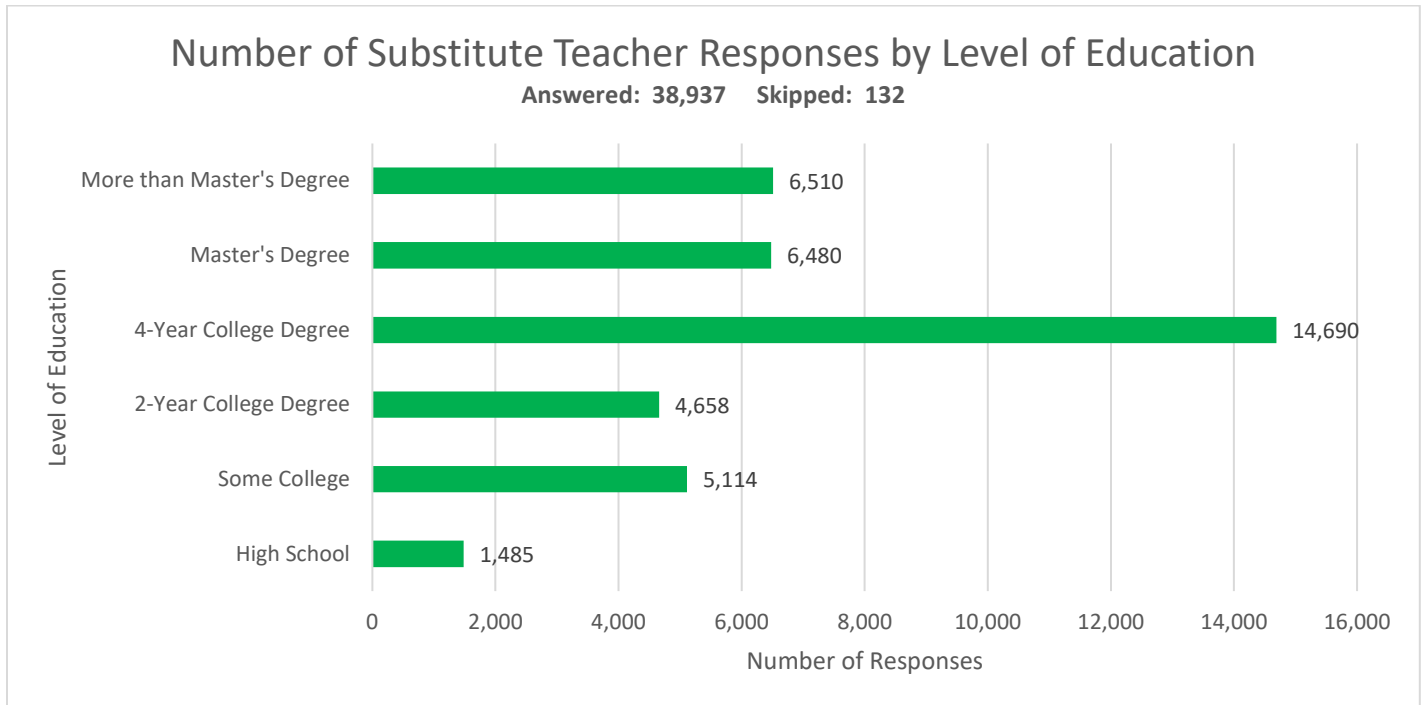
Answered: 38,895 Skipped: 174



<sup>1</sup> The number and percentages are based on the total responses completed by individuals each day they worked as a substitute teacher for the academic year 2023-24.

## LEVEL OF EDUCATION

The graphs below show the number and percentages of responses to the substitute teacher survey regarding their level of education. Most of those who serve as substitute teachers in Missouri have a 4-year college degree or higher (27,680/71.09%).

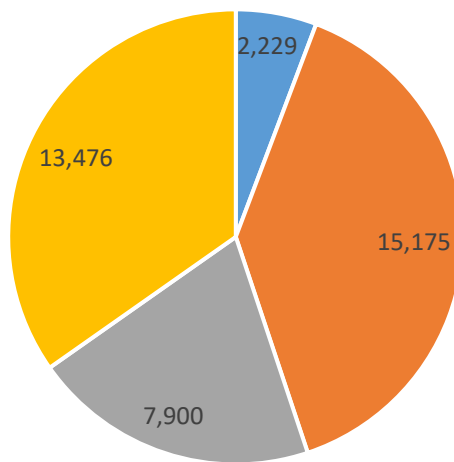


## TYPE OF SCHOOL

The following charts show the number and percentages of responses to the substitute teacher survey and where the substitute teacher worked. More substitute teachers work in elementary schools than in high schools, middle schools, and early childhood schools.

Number of Substitute Teacher Responses by Type of School

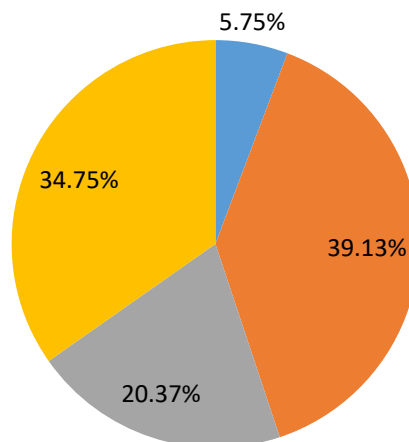
Answered: 38,780 Skipped: 289



■ Early Childhood ■ Elementary School ■ Middle/Junior High School ■ High School

Percentage of Substitute Teacher Responses by Type of School

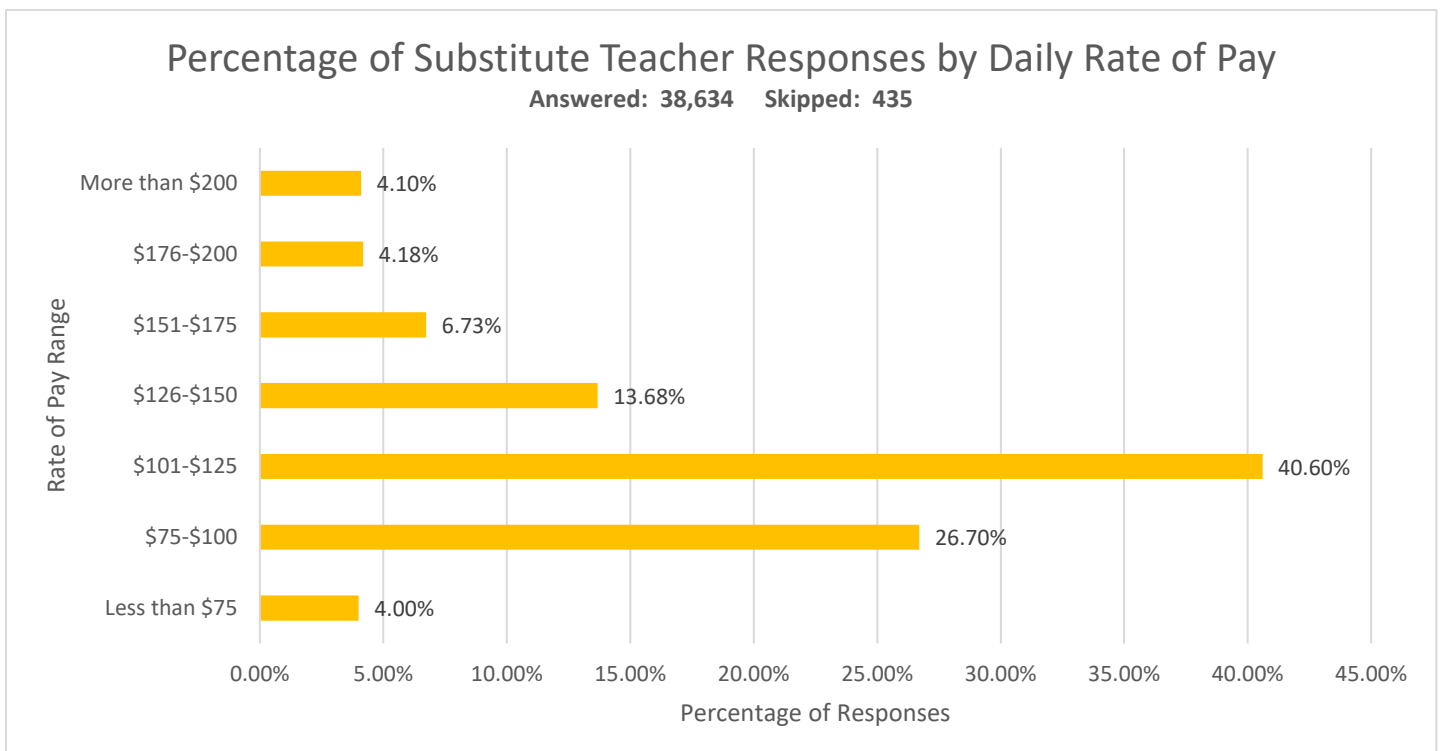
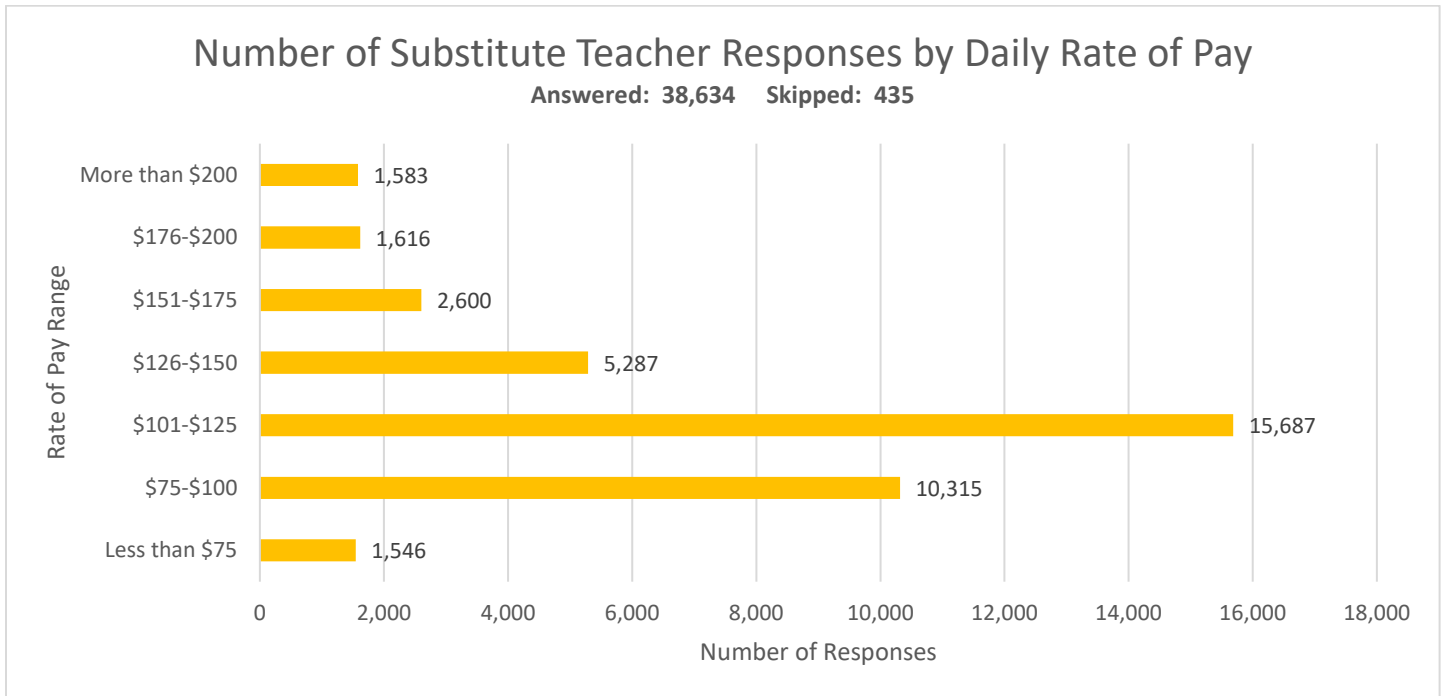
Answered: 38,780 Skipped: 289



■ Early Childhood ■ Elementary School ■ Middle/Junior High School ■ High School

## DAILY RATE OF PAY

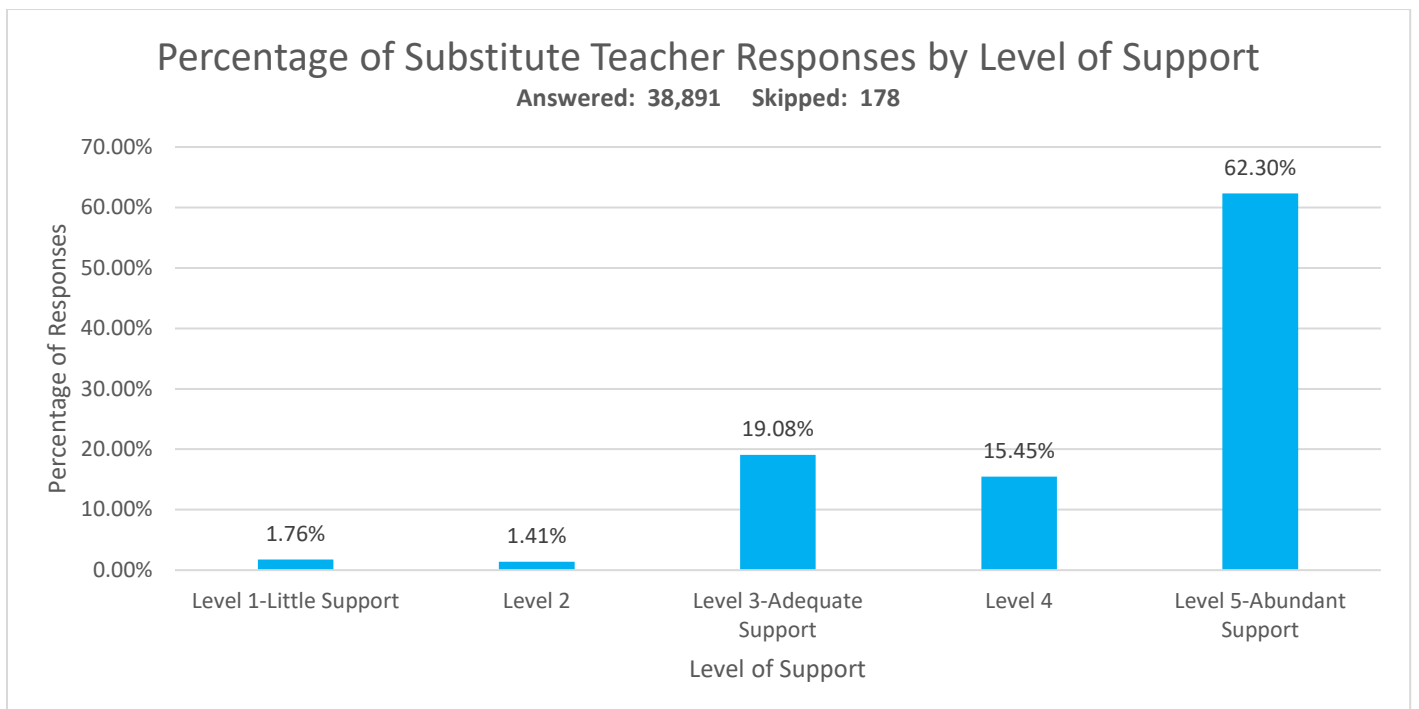
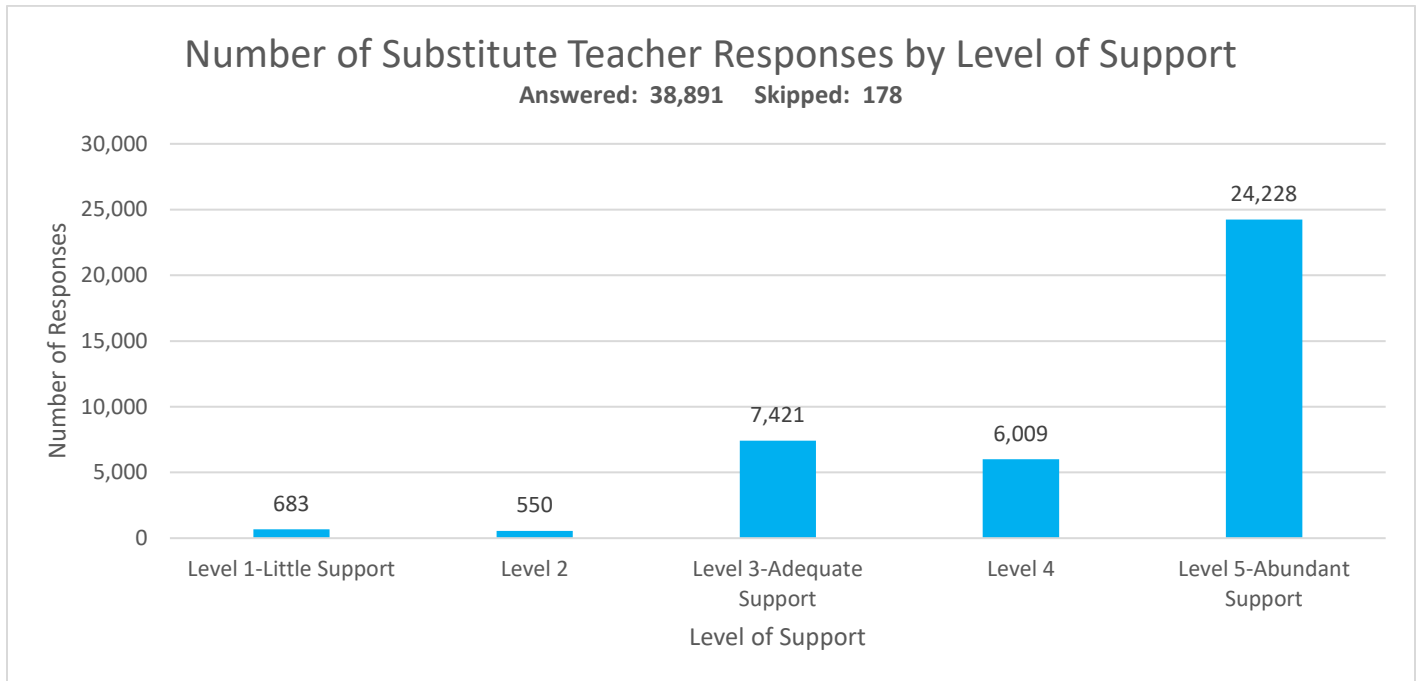
The graphs below show the number and percentages of responses to the substitute teacher survey and the daily rate of pay for substitute teachers. Most substitute teachers were paid in the \$101-\$125 range (15,687/40.60%) and in the \$75-\$100 range (10,315/26.70%).





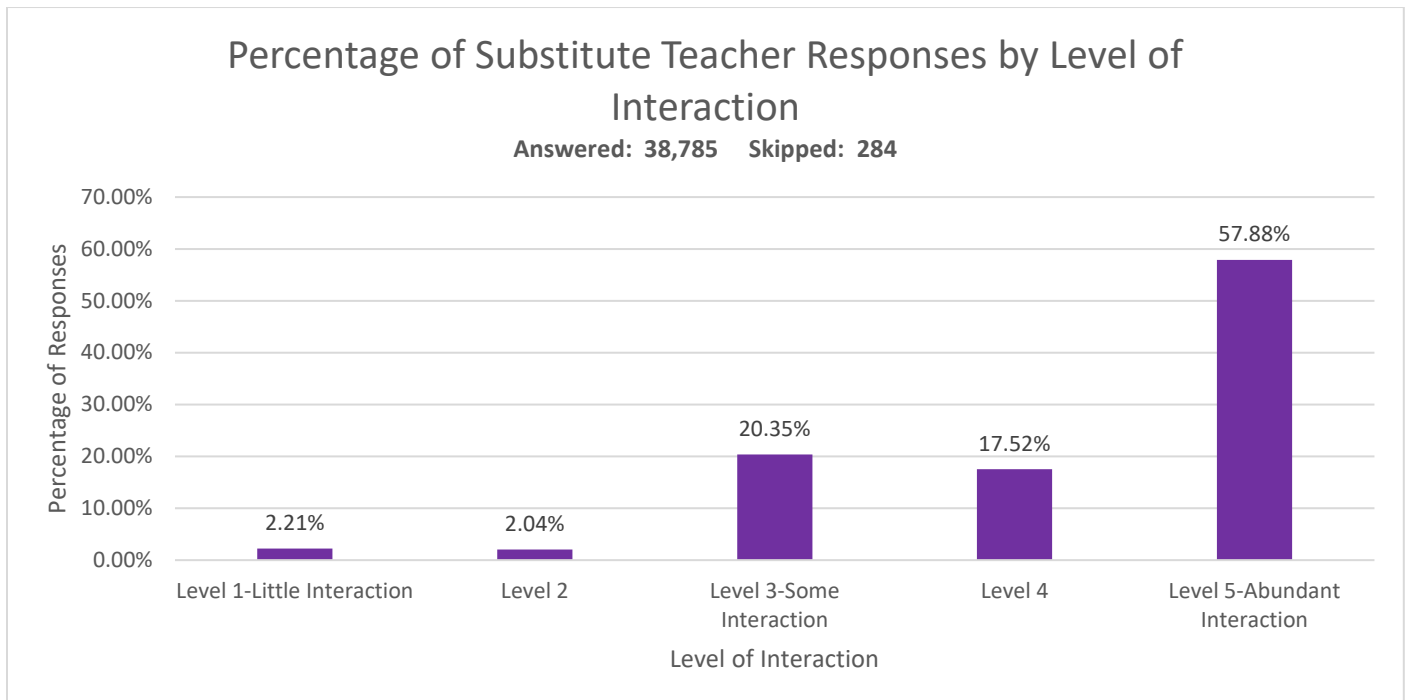
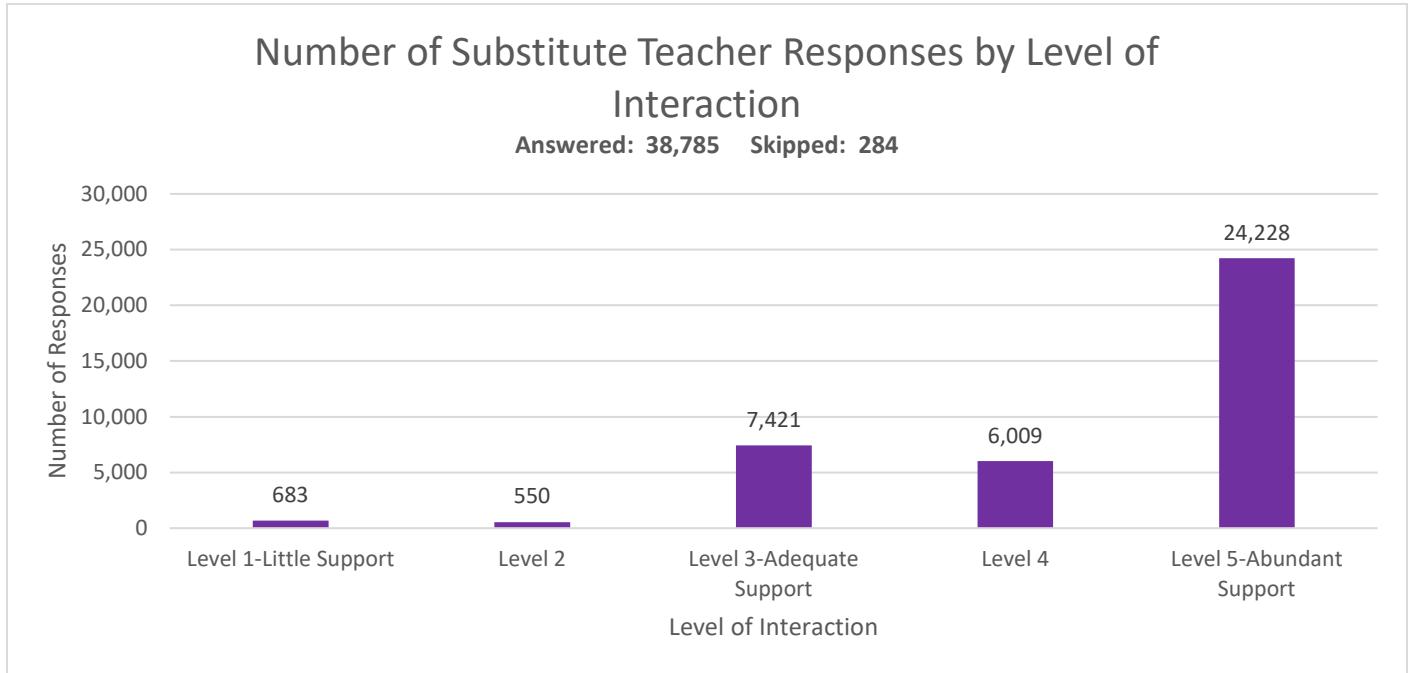
## STAFF SUPPORT

The following graphs show the number and percentages of responses to the substitute teacher survey regarding the level of support they received from school staff. The scale ranges from Level 1-Little Support to Level 5-Abundant Support. The majority of substitute teachers in Missouri reported receiving abundant support from the school staff (24,228/62.30%).



## STAFF INTERACTION

The following graphs show the number and percentages of responses to the substitute teacher survey regarding the level of interaction that the substitute teachers experienced from school staff. The scale ranges from Level 1-Little Interaction to Level 5-Abundant Interaction. A majority of substitute teachers in Missouri reported receiving abundant interaction from the school staff (22,448/57.88%).



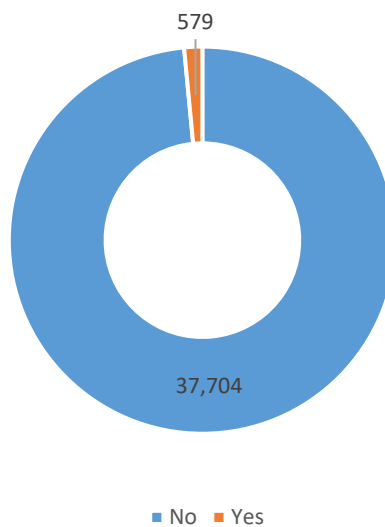


## STUDENT HEALTH AND SAFETY ISSUES

The following charts show the number and percentages of responses to the substitute teacher survey of those that experienced any student health or safety issues. An overwhelming majority of substitute teachers in Missouri reported that they did not experience any student health or safety issues (37,704/98.49%).

Number of Substitute Teacher Responses that experienced Student Health or Safety Issues

Answered: 38,283 Skipped: 786



Percentage of Substitute Teacher Responses that experienced Student Health or Safety Issues

Answered: 38,283 Skipped: 786

